

Innovation & Product Development Director

This role offers a unique and highly visible opportunity to build and shape how MMC innovates and brings new products and services to market. The Innovation & Product Development Director will help MMC identify and transform promising ideas into new businesses with the potential to have a major impact on the future of the firm. The person in this role will also help the organization create a culture for innovation through education, crowd-sourced ideation, and an agile test & learn approach to developing new solutions.

	Responsibility	% of time spent
1	Support the innovation pipeline by identifying and coaching innovation projects through the development process, from ideation to implementation. Collaborate with internal stakeholders to develop insights on potential solutions for prioritized opportunities. Coach project teams on design thinking and lean start-up methods, insights gathering, creative problem solving, prototyping & experimentation, business design, applied pilot market tests, and successful launch.	50%
2	Develop the innovation agenda by managing innovation programs. Design, facilitate, and/or lead programs to drive innovation culture throughout the organization. Examples include Coaching Certification or Innovation Catalyst program, 2-day or ½-day innovation workshops & webinars.	20%
3	Implement innovation on-demand learning platform on Colleague Connect. Develop & share innovation content, tools & techniques via bite-sized, accessible learning modules; drive blog posts on innovation learnings; & manage our innovation community by connecting people & facilitating discussions.	15%
4	Manage IdeaExchange, MMC's idea management platform Work with the vendor, internal client groups and platform owners to understand client needs, configure the tool, conduct training, share best practices, help manage idea campaigns for clients & connect ideas to people/experts. Manage key stakeholders, e.g. Innovation Council members, consulting partners, IT, HR.	5%
5	Communicate MMC's approach to & success in innovation Use Colleague Connect, OpCo intranets, MMC website, email newsletter, social media, etc., to drive a culture of innovation at MMC & share our success in innovation with our client & investor communities.	5%
6	Connect MMC to a broad range of external innovators, to further drive ideation & results Build innovation knowledge & skill through active, focused networking, reading, experimentation, & collaborating with external partners. Nurture relationships with key external stakeholders including academics, entrepreneurs, VCs, etc.	5%

Experience	<ul style="list-style-type: none"> ▪ Demonstrable experience in innovation or product development, ideally for both Global 1000 companies (or equivalent) & start-ups ▪ 7 - 10 years of relationship management experience, with knowledge of business development and professional services
-------------------	--

	<ul style="list-style-type: none">▪ Experience working with cross-market, cross-functional teams ideal▪ Proven track record working as a leader on complex projects
Knowledge and skills	<p>Key attributes</p> <ul style="list-style-type: none">▪ Passion for innovation and belief in how it can transform a firm▪ Highly conceptual and creative, but also practical and commercial with sound business judgment▪ Results oriented with a bias for action▪ Team player and coach▪ Flexibility to manage challenges, think differently, and pivot quickly▪ Perseverance & grit, self-initiative, ability to work autonomously▪ Leadership skills with the strength to be a force of change▪ Strong influencer and facilitator on complex concepts and situations▪ Excellent communication and public speaking skills to present to senior stakeholders▪ Technically savvy and socially adept▪ Project and stakeholder management skills, effective networker▪ Driven by intrinsic rewards